

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after December 13, 2007, are as follows: Average increases of 27 cents (3.5 percent) for Level 1 and 32 cents (3.3 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2007.

SURVEY SUMMARY BY PAY LEVEL

| SURVEY JOB TITLE | WEIGHTED MATCHES | AVERAGE | RANGE | |
|------------------------|---------------------|---------|-------|-------|
| | | | HIGH | LOW |
| NF - 1 | | | | |
| SALES ASSOCIATE | 274 | 7.94 | 14.50 | 6.75 |
| CASHIER-CHECKER | 582 | 7.92 | 10.99 | 6.75 |
| CUSTOMER SERVICE ASST | 45 | 7.76 | 11.96 | 6.75 |
| TELLER | 119 | 10.81 | 14.91 | 8.98 |
| DESK CLERK | 68 | 7.73 | 9.58 | 6.75 |
| NF - 2 | | | | |
| HEAD CUSTOMER SVC ASST | 29 | 10.75 | 14.76 | 9.20 |
| ACCOUNTING TECHNICIAN | 7 | 12.82 | 14.00 | 11.01 |
| NF - 3 | | | | |
| DEPARTMENT MANAGER | 46 | 12.25 | 16.70 | 9.25 |
| EXECUTIVE SECRETARY | 4 | 12.81 | 16.15 | 11.50 |

WAGE AREA : #055 Yuma, AZ
ORDER DATE: October 9, 2007
SURVEY : #023/029-44-B